

Exhibit 2

BIOGRAPHIES OF KEY EMPLOYEES

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Plynch@tallgrasscom.com

Peter Lynch

Experience A senior telecommunications executive, experienced in both start-ups and large corporate organizations, who has successfully developed new businesses and technologies.

112000 to Present TallGrass Communications, Inc. Chicago, IL
Chief Executive Officer and Board Member

Serve as chief executive officer for TallGrass. Oversee the strategic direction, policy and operations of the company. Oversee the hiring of the company's key officers. Represent TallGrass before regulatory agencies. Serve on TallGrass' Board of Directors.

8/1995 to 12/1999 People's Choice TV Corp. Countryside, IL
Senior Vice President-Operations and Marketing

Served as the senior operating executive for this public company (PCTV). Oversaw Company's RF and network engineering, customer service, field operations, marketing and sales activity. Directed an organization of 230 people and an expense budget of \$36 Million. in 1999. Reported to the Chairman. Achievements included:

- Spearheaded the strategy to reinvent this MMDS Company founded as an analog, "wireless cable TV" business. Established the Company as a new and successful, high speed Internet Service Provider that uses cable modem technology with MMDS frequencies to provide fixed wireless, broadband, local loop access to the Internet. Launched the new business in 1998 under the brand name SpeedChoice.
- Revolutionized and standardized operations while redirecting resources to support new strategy. Created a centralized, functional organization. Directed development of new skills and capacity in Internet and data communications. Directed the achievement of vital inventions and innovations by Engineering staff. Established product development process. Recreated methods & procedures. Reorganized direct sales and created third party distribution channels.
- Established a single Technician doing both RF and PC work as the standard residential installation process. Established LAN integration as a value added service in the business installation process.
- Achieved market leading growth to make the Company the World's leading MMDS wireless broadband business with 2,700 residential customers and 520 business customers at mid-July 1999. SpeedChoice revenues were \$275,000 per month in June 1999 and growing at a rate of 12% per month.
- Directed the development of DCTV as a new MMDS TV product with 160 digital quality, channels. Launched it as a test in Phoenix in February 1999. Acquired 1,350 customers, as of mid-July 1999.
- Contributed to attracting Sprint Corp. to acquire Company for \$450 Million (closing mid-October 1999).

9/1991 to 6/1995

NYNEX CableComms PLC.

Surrey, England

Executive Director – Marketing

Served as a founding Officer of this start-up, facilities based CLEC in England. Directed Product development, product management, marketing communications, distribution channels, and product pricing. Contributed to setting strategic direction and Company policy. Reported to President. Achievements include:

- Delivered marketing support to grow customer base, from the ground up, to 133,000 residential telephone customers, 138,000 cable TV customers, and 7,600 business telephone customers. Monthly revenues, were \$9 Million, as of May 1995.
- Created a telephone and cable TV bundle which was branded as Community. Residential customers purchasing both products increased to 58% and cable television churn dropped to 2% a month, the lowest churn rate in the UK industry.
- Formulated a differentiation strategy to driver business and residential telephone sales by discounting telephone prices against BT's prices by 25%. Achieved public awareness of new prices with a \$9 Million program. Residential telephone penetration increased to 22%, as of May 1995.
- Built strategic relationships. Serves as a founding Board Member on two businesses established by industry consortiums, CPP1 Ltd. and the London Interconnect Ltd. Managed BskyB supplier/competitor relationship and secured preferential carriage terms for the Sky TV Channels.
- Contributed to completion of successful 1995 IPO that established Company valuation at \$2.5 Billion.

Left position and returned to USA to assume current position and to avoid UK capital gains tax when my equity vested during the NYNEX CableComms IPO.

Executive Director – Marketing and Operations

Directed field operations & customer service for both telephone service and cable TV services. Oversaw marketing communications, and product management. Reported to President. Achievements include:

- Launched integrated CLEC and Cable TV operations in the Company's original, two franchise areas. Directed the addition of 9,500 cable TV customers, and 4,200 residential telephone customers.
- Directed development of methods & procedures, and cross functional processes that contributed to the Company being recognized as quality leader. Knocked down cultural barriers and built effect teams.
- Developed and implemented competitive strategies against BskyB and BT. Managed formation of Cable TV's channel line-up and establishment of Cable TV and telephone prices. Directed communication and promotion programs. Negotiated Cable TV content deals.
- Educated NYNEX about the UK markets and cable television. Supported acquisitions assessments.

Reassigned to Executive Director – Marketing when the growth of business necessitated the creation of a dedicated position focused on leading the business's marketing strategy and activities.

9/1989-9/1991

Britannia Cablesystems Ltd.

Surrey, England

Chief Executive

Created a local loop, communications company with a group of partners. Responsible for the duties of a chief operating officer. Reported to Chairmen and served on the Board of Directors. Achievements include:

- Wrote winning application for 6 British Government franchises to provide both cable TV and telephone services within areas containing 750,000 homes.
- Directed the research and selection of technology, and network design for integration of cable TV and telephony services into the local loop. Proved the economic viability of the network design to investors.
- Organized Solent franchise to start business. Developed budget. Built the team. Started up initial network design and construction. Led the selection of billing & operation support system. Selected real-estate.
- Contributed to attracting NYNEX Corp. which acquired Britannia Cablesystems.

Entered into a contract of employment with NYNEX CableComms, as NYNEX condition to the acquisition.

6/1987 to 9/1989

United Cable Television International Ltd.

Croydon, England

Managing Director

Directed the resumption of growth at the former Croydon Cable under United's ownership. Directed sales & marketing, installation & repair, warehousing, and customer service. Grew customer base to 11,500. Lobbied the British Government to allow cable TV operators to offer telephone services. Reported to President. Separated from United to pursue an equity opportunity within the industry.

4/1985 to 6/1987

Croydon Cable Ltd.

Croydon,

England

General Manager

Pioneered the introduction and translation of USA cable TV methods and practices into a start-up Company in the newly formed British cable TV industry. Establishes and trained new employee base. Grew customer base to 4,700. Validated British Cable as an investment opportunity to United Cable Television. Transferred employment to United when they acquired business. Served on Board of Directors. Reported to Chairman.

**Earlier
Experience**

- | | |
|------|--|
| 1982 | General Manager , Cablevision Systems Development Corp., Brookline MA |
| 1980 | Director of Development , Times Mirror Cable Television, Boston MA |
| 1978 | Project Manager , Massachusetts Bay Transportation Authority, Boston MA |
| 1977 | Consultant , Office of Vice President Walter Mondale, Washington D.C. |
| 1974 | Member of Staff , Office of Governor Michael S. Dukakis, Boston MA |
| 1972 | Salesman , Browning-Ferris Industries, Boston MA |

Education

1971

Boston College; BA in Economics

Chestnut Hill, MA

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March 2000 to present:

Chief Technical Officer

TallGrass Communications, Inc.

I am responsible for the evaluation, implementation, and operation of all computers and networking components utilized by TallGrass.

August 1996 to February 2000:

Vice President, Information Technology

People's Choice TV Corp. /SpeedChoice (www.speedchoice.com). SpeedChoice is a broadband "wireless" version of cable modem access. Acquired by Sprint for \$400M in 9/99.

I was part of SpeedChoice since its inception and helped define the company's technical strategy and implementation of data over MMDS. This included network design, implementation and operation. Managed all aspects of the SpeedChoice Network Engineering group who develop and implement new customer products and services, the Network Operations group who handle customer provisioning, customer troubleshooting and capacity planning and the Enterprise Information Services group who handle internal LANs, WANs, Operating Support Systems and Telephony services.

- Designed and developed a regional, fixed wireless high speed IP based network using exclusive use MMDS (Multi-Channel, Multi-Point Distribution Network) frequencies. SpeedChoice provides data at downstream speeds up to 10Mbps with POPs (Points of Presence) in Detroit and Phoenix with a Network Operations Center in Chicago.
- Guided and led the Information Technology organization from supporting an analog video provider to a High Speed Internet Access and Digital Video provider.
- Designed a secured Class A Data Center and Point of Presence facilities with multiple telco access points, redundant power and redundant HVAC.
- Developed Internet Service Provider (ISP) service offerings including access, e-mail, web hosting and secured Intranet and Extranet applications.
- Developed, recruited and managed a team of 35 IT professionals in Network Operations, Network Engineering and Enterprise Information Services with an annual budget of over \$3M.
- Designed and implemented a 7x24x365 NOC to support network management, customer provisioning, capacity planning and escalated customer support.
- Initiated and negotiated all external vendor agreements including Internet backbone access, hardware manufacturers, local loop and long distance telco facilities from RBOCs, CLECs and Long Distance carriers.

- Demonstrated a proven track record in large scale project management with deliverables, timeframes and budget constraints.
- Responsible for SpeedChoice strategic planning including network design, Internet backbone connectivity, new product technical review and large scale custom customer implementation.

June 1995 to August 1996:

Director, Information Services

People's Choice TV Corp. (www.pchoicetv.com) - Controls MMDS (Multi-Channel, Multi-Point Distribution Service) spectrum in nine major metropolitan markets across the Midwest and Southwest with a market potential of 10M homes and 2M businesses.

- Implemented the company's Wide Area Network connecting eight offices across the country with a private, clear channel leased line network for voice and multi-protocol data including TCP/IP, IPX/SPX and SNA.
- Responsible for the company's internal voice and data communications including Local Area Networks, Voice systems and Operating Support Systems (Billing, Accounts Receivable, Customer Care, Contact Management and Accounting systems).
- Standardized and consolidated the company's internal customer reporting, order entry processing and end user support.
- Relocated the company's data center operations and WAN infrastructure *from* St. Louis to Chicago with minimal operational impact.
- Managed a team of IT professionals in areas of end-user support, network design and implementation.

January 1988 - June 1995:

Information Services Project Manager

Western Communications - Operated seven cable television systems in California, New Mexico and Hawaii serving 330, 000 customers.

- Designed and implemented Local Area Networks for seven regional offices across three states with 150+ Macintosh and PC users.
- Managed end-user hardware and software support.
- Responsible for implementation and support of CableMaster, a centralized transaction based Customer Management system on the IBM AS1400 platform.
- Consolidated seven regional data centers into *a* single, centralized data center in San Francisco.
- Designed and implemented an industry leading Interactive Voice Response order entry system for Pay Per View transactions that reduced ordering time from three minutes to 20 seconds with real-time database *access* and no manual intervention.
- Designed a consolidated call center to be co-located with the data center for single call resolution to all order entry and service related inquiries.

August 1985 - January 1988

System Operator/Telemarketing Supervisor

Concord TV Cable

- Responsible for nightly, billing and month-end job processing for a local cable company serving 40,000 customers.
- Developed standardized processing procedures for the CableMaster customer management database used across other operating companies.

- Supervised and trained a team of seven outbound telemarketing agents to sell premium cable television services.

Hardware:

Newbridge MainStreet Bandwidth Managers, Cisco Routers (16xx, 25xx-75xx), Cisco Catalyst Switches (28xx, 5xxx), IBM AS/400, IBM RS/6000, HP NetServers, 3COM Total Control modem banks, SUN Microsystems UltraSparc, Ascend TNT access devices, Macintosh, Nortel IVR, Nortel PBXs (Norstar, Option 11 and Option 6 1), Shiva LanRover,

Network Topology:

Ethernet, Fast Ethernet, FDDI, ATM, Token Ring

Network Protocols:

TCP/IP, AppleTalk, SNA, IPX/SPX

Software/Operating Systems:

Windows 3.1, 95, 98 & NT, MAC/OS, Solaris, Linux, FreeBSD, Novell Netware

Education:

Bachelor of Science, Business Administration - Marketing
California State University, Hayward

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EXPERIENCE & ACCOMPLISHMENTS

TALLGRASS COMMUNICATIONS, INC. (April 1999 - Present)

Vice President Strategic Business Development, Chicago, IL

- Responsible for establishing relationships with other carriers, content providers, Internet Service Providers, and large enterprise customers,

21st CENTURY TELECOM GROUP, INC. (April 1996 -April 1999)

Vice President Strategic Business Development

Senior Vice President Internet and Data Services, Chicago, IL

- Created the business plan defining 21st Century's cable modem Internet access service.
- Responsible for the design and installation of the corporate Local Area Network, telephone system, and for the selection and management of the staff necessary to support the internal Information Services requirements of the company.
- Assisted in the design of the distributed network architecture to support cable modem services.
- Responsible for the design of all network elements devoted exclusively to the cable modem service
- Managed the cable modem vendor evaluation and selection processes.
- One of 4 participants in the successful efforts of the company to raise \$250MM in operating capital through a series of presentations to banks and investment institutions.
- Responsible for the selection, training, and management of the cable modem installation staff.
- Designed, negotiated with vendors, and managed the installation of all switches, routers, servers, and other network hardware and software elements necessary to provide Internet Service Provider services.
- Assisted in the design of literature, marketing campaigns and sales compensation programs specific to the cable modem service.
- Represented the company in various CATV and data communications industry trade groups and conferences.

HYPERSPACE NETWORKS, INC. (November 1995-April 1996)

Vice President, Technology/National Sales Manager, Chicago, IL

- Designed a 14 city national ATM network for this Internet Service Provider start-up.
- Designed all marketing literature; hired and managed all sales personnel.
- Managed the construction and on-going support of all Internet headend software and hardware.

MFS DATANET, INC. (October 1993 - November 1995)

Director, Central Region Sales, Chicago, IL

- Built a direct sales force for this new division of the leading U.S. competitive access provider.
- Involved in all aspects of lease negotiation, hiring, and managing a sales and technical support team comprised of twenty-five professionals distributed across three cities.
- Helped launch Datanet's high speed LAN Interconnect service for providing transparent Local Area Network interconnectivity over both the Metropolitan and Wide Area utilizing Frame Relay and Asynchronous Transfer Mode technology.
- Developed a strong working relationship with both Value Added Resellers and the Regional Bell Operating Companies. These relationships allowed Datanet to increase its market presence and broaden its service offering without commensurate increases in cost of sales.
- Developed sole-source relationship with key participants in the Futures Industry, which allowed for extensive penetration in this key vertical market.

GRAPHNET, INC. (October 1983 -October 1993)

Western Area Manager, Chicago, IL

- Managed all sales, marketing, and technical support activities in the western United States and Canada for a leading provider of Value Added Network and messaging services.
- Managed the penetration of Fortune 500 key accounts through coordination of all activities, including the development of products to address new messaging technologies (e.g. X.400, EDI, frame relay).
- Formulated revenue assignments and sales strategies for the team of four districts and 29 sales/technical support personnel.
- Managed the network and customer support staffs to maintain high levels of network performance and ensure customer satisfaction.

General Manager/Chief Operating Officer, Toronto, Canada

- Directed all activities of this wholly-owned Graphnet subsidiary.
- Performed market analysis to gauge the viability of Graphnet's entry into the Canadian marketplace.
- Hired all network, technical support and sales personnel.
- Designed and managed the installation of a Canadian-wide X.25 network.
- Established strategic relationships with existing Canadian message service providers and other third-party distribution channels.

North Central Regional Sales Manager, Chicago, IL

- Directed all sales and technical support activities of eleven professionals in twelve Midwestern states.

ITT WORLD COMMUNICATIONS, MC. (January 1979 - October 1983)

Major Account Manager/Systems Sales Engineer, Milwaukee, WI

- Directed all sales and technical activities for four professionals, serving the Wisconsin and Minnesota sales territories.

Account Manager, Chicago, IL

- Chicago Loop territory with emphasis in the banking and brokerage industries.

- Member Chicago Futures Trading Telecommunications Association,

Account Representative, Washington, D.C.

- Telemarketing representative selling messaging services in the Chicago geographic territory.

EDUCATION

University of Virginia, McIntire School of Commerce, Charlottesville, VA

- Bachelor of Science Degree in Marketing; minor in Management
- Graduated on Dean's List

SALES & TECHNICAL TRAINING

- Business Communications Review-Certificate in Data Communications
- Data-Tech Institute-Advanced Training in IBM Network Architectures
- Xerox Learning Systems-Advanced Executive Leadership Skills Course; Time Management Skills Course
- ITT University
 - Selling to the Multinational Client
 - Private Line and Switched Messaging Services
 - Data Communications Concepts
- Graphnet Representative
 - Electronic Mail Association
 - Petroleum Industry EDI Association
 - SoftSwitch Users Conference
- International Engineering Consortium
 - Plenary Panel member 1999 "The Future of Broadband Networks"
 - Chairperson: Corn-Forum 1998 - "Cable Modem Technologies"
 - Speaker: Corn-Forum 1998 - "LEC vs CLEC in the Marketplace"
- JavaSoft Conference
 - 1998 Speaker - "Real World Java Implementations"
- 21 st Century Representative
 - CiscoWorks 1998 Conference

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CAREER SUMMARY

Telecommunications and Internet professional with strong leadership skills.
Extensive experience within Operations, Customer Service, Marketing and Sales.
Goal oriented team leader with a history of results accomplishment in each assignment.

EMPLOYMENT HISTORY

TallGrass Communications, Inc., Chicago, Illinois

2000-Present

Vice President, Marketing & Sales

Reporting to the Chief Executive Officer. Responsible for all direct and channel sales efforts: including recruiting, hiring, and managing TallGrass' sales staff, as well as creating and placing all TallGrass marketing programs.

SpeedChoice Internet, Chicago, Illinois

1998-1999

Vice President, Marketing & Sales

Reporting to the Chief Operating Officer, staffed the Marketing and Sales organizations, expanded the product portfolio utilizing wireless technology, introduced the first MMDS 2 way wireless high speed Internet service within the United States, implemented the 1999 Marketing Plan, Direct Sales and Dealer Compensation Plans and employee training programs (after it acquired a base of 3,800 Internet customers, the company was purchased by Sprint in October 1999).

Consultant

1997-1998

SpeedChoice Internet, Chicago, Illinois – Sales & Marketing Processes

Reporting to the Chief Operating Officer, designed the Marketing and Sales organizations and developed the product portfolio.

Cable & Wireless plc, United Kingdom – Business Sales Compensation

Reporting to the Managing Director, Business, constructed compensation plans for Direct Sales, Dealer, Telesales and Telephone Account Management channels.

NYNEX CableComms Ltd, United Kingdom
Executive Director, Business Markets

1994-1997

Reporting to the CEO, founded and managed national Cable Telephone Business Marketing, Sales and Customer Service organizations through a growth period of 3 and a half years. Grew the organization to 126 positions, more than doubling revenues and customer base annually.

	1993	1994	1995	1996	6Mo97
*Total Revenue	1.363M	2.910M	6.302M	15.393M	12.706M
Total Circuits	1,809	5,311	14,260	33,287	44,685

***Pounds Sterling**

NYNEX Corporation, New York

1981-1993

Division Manager, Sales

1988-1993

Reporting to the Vice President of Sales, provided Marketing and Sales services to the top 400 business customers in New York, managing an embedded annual billable base of \$1 Billion.

- 1988-1993 averaged \$88 Million in sales revenue per year and 114% of annual objective
- 1991 Chairman's Club as leading Sales Division
- 1988-1993 President's Club for 100% or higher objective attainment
- 1993 President's Award for Superior Service Performance

District Manager, Operations

1985-1988

Responsible for managing installation and maintenance operations for 225,000 NYNEX business and residential customers in midtown Manhattan.

- Served as the White House Communications Agency operations liaison for 3 years and supervised the provision of communications services for 3 to 4 Presidential visits to New York City and the United Nations per year

District Staff Manager

1985

Responsible for 3,200 employee personnel and \$120 Million budget functions for Operations Department.

District Manager, Centralized Operations Group 1981-1985

Implemented, and for 4 years managed, New York Telephone's Centralized Operations Group.

- . Established and managed the largest Customer Service organization of its type within the u s
- . Instituted quality improvement processes that lead to a 90% reduction in customer complaints

AT&T, Basking Ridge, New Jersey

1978-1981

District Staff Manager

Managed the Telephone Service Attitude Measurement program reaching a high of 5.5 Million customer telephone interviews per year, the largest such survey in the world.

Joined the AT&T Bell System in a fast track, graduate management program in April 1970. Spent the next several years in a variety of assignments within the Operations Departments.

EDUCATION

Cornell University, BS -Hotel Administration, June 1966

Carnegie-Mellon University, Executive Program, March-April 1984

University of Pennsylvania, Managing Organizational Change, November 1991

Computer Skills: Windows 3.1, Windows 95 & 98, Excel, Word

MILITARY

US Army 1967 - 1970

Field Artillery Officer, 1st Lieutenant - Vietnam Veteran

MICHAEL R. PIPPIN

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Summary

A systems and applications engineer specializing in LAN/WAN technology with system design, integration and installation accountability for telecom and datacom products providing sales engineering and customer support functions for T 1, E 1, ISDN, SONET, ATM, ADSL, HDSL equipment as well as N.T. -based networks, web servers, ethernet hubs, Cisco routers and switching equipment for customer demos, field trials, installations and trade shows. Total technical responsibility for designing customer networks, overseeing customer field trials and installations ensuring success and customer satisfaction. Accustomed to traveling to industry forums, trade shows, customer sites, and to companies in a partner-relationship, interfacing with both customers and partners on technical and business levels.

A project engineer with total project accountability over definition, design and development of domestic and international telecommunications equipment based on T1, E 1, ISDN, SONET, ATM, ADSL or HDSL technologies to Bellcore, ANSI, CCITT, CEPT, or ETSI standards. Taking the lead role overseeing all phases of development from product definition to manufacturing and coordinating and scheduling other engineers, other departments and outside resources. Primary company representative at ATM forum. Technical skills: microprocessor-based board level (PCB) design using Analog, CMOS, ASIC and FPGA components; FPGA (Xilinx) design; ASIC design; software design using "C" for the Motorola or Intel processor families; and safety and environmental testing including UL, FCC, Bellcore and BABT.

Education

1983 BSEE, University of Illinois, Champaign, Illinois. VLSI Technology, San Jose, California, "VLSI ASIC Design Course" TÜV Rheinland, Boston, Mass., "International Standards for Safety and Emissions ISO 9000, VDE and BABT Tellabs Training: JIT, TQC and other quality and testability seminars.

Employment History

1999-Present Network Architect TallGrass Communications, Inc., Chicago, IL

Responsible for all aspects of system design, integration and installation of the network over which TallGrass will offer service.

1995-1999 Manager Engineering Applications Westell Worldwide Services Inc., Aurora

Responsible for system design, integration and installation of ADSL products with customer's data equipment, including N.T. -based Networks, web servers, ethernet hubs, switches and routers to transport internet data to customer PCs. Responsible to provide sales engineering support and post-sales technical support to ISPs and RBOCs. Responsible to oversee RBOC field trials of ADSL. Technical responsibility to set up ADSL, data equipment and PCs for trade shows and to connect equipment to the internet.

Accomplishments

Accepted challenge to be technical director for Westell Services Inc., a new division of Westell chartered with selling ADSL to the Internet Service Providers and offering system integration and installation services. Accomplished objective of visiting ISPs across the US and establishing customers in all geographical regions.

1990-1995 Senior Electronic Design Engineer Westell Technologies Inc., Aurora, IL

Responsible for design and development of products in T1, E1, HDSL, and ADSL families. Represent company at ATM forum and researching ATM for company's next generation products. Demonstrate ADSL product to Bell companies at customer sites.

Accomplishments

Assigned as principal engineer to develop the first product (E1 HDSL) for Westell International Division and challenged to provide a prototype in three month's time. In addition to normal design processes, this product was one of the first to use surface mount components and required approving, specifying and ordering more than 150 new components and coordinating the build with an outside surface mount house. Product was delivered to British Tel on time and orders were placed.

Complete technical responsibility of setting up a video-on-demand and interactive-data-services demo using ADSL, video servers, set-top-boxes, and other emerging technologies in Denver for U S WEST, other RBOC's, independents and foreign telephone companies. This demo was the first time in the world that four interactive TVs, Internet services, video conferencing and POTS were demonstrated over an existing single copper pair wire in a non-lab environment using the public switched telephone network. This demo was attended by CEO's and high level executives from the RBOC's and received attention in the trade journals. Contribution specifically recognized by U S WEST.